

To: SFA
Rt: HRMO (Attention: GAD Secretariat)
Fr: Sydney PCG
Re: **Preparation and Submission of Fiscal Year (FY) 2026 Gender and Development(GAD) Plan and Budget**
Dt: 9 September 2025
Cn: **ZSY-474-2025**

In compliance with [CIR-1621-OUA-2025](#) dated 13 August 2025, Post submits its proposed Gender and Development (GAD) Plan and Budget for the Fiscal Year (FY) 2026.

Also attached, for reference, is the budget breakdown for the proposed GAD activities.

For the Department's appropriate action.



CHARMAINE ROWENA C. AVIQUIVIL
Consul General

Attachments: as stated and linked

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026

Office: Philippine Consulate General - Sydney, Australia
Total GAA of the Office: No approved NEP/GAA yet

Department: Department of Foreign Affairs

Gender Issue or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/ PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6) <i>*Output Performance Indicators and Target should be indicated in numbers</i>	GAD Budget (7) <i>*in PHP</i>	Source of Budget (8)	Responsible Office (9)
CLIENT-FOCUSED								
Proclamation No. 224 s. 1988, Declaring the First Week of March of Every Year as Women's Week and March 8, 1988; Proclamation No. 227 s. 1988, Providing for the observance of the Month of March as 'Women's Role in History Month'; R.A. 6949 s. 1990, An Act to Declare March Eight of Every Year as a Working Special Holiday to be Known as National Women's Day	Limited awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Increased awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Diplomatic and Consular Services	Conduct of <i>Serbisyo para kay Juana</i> (Special lane for female clients and limited refreshments for female clients, including distribution of information brochures on National Women's Month)	One (1) activity organized by the Consulate and attended by at least 50 women	₱123,457.36	GAA - MOOE, PS	SY PCG
	Limited awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Increased awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Diplomatic and Consular Services	Participation of the Consul General/Consul/ GAD Focal Point Officer (GFPO) in lectures and other activities organized in celebration of International Women's Day	One (1) seminar/lecture/ forum attended by the Consul General/ Consul/GFPO and Alternate GFPO, Cultural Officer	₱53,703.61	GAA - MOOE, PS	SY PCG
	Limited awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Increased awareness and involvement of members of the Filipino Community in the Women's Month Celebration and/or International Women's Day	Diplomatic and Consular Services	Social media campaign on the Women's Month Celebration and/or International Women's Day	One (1) social media campaign that would reach at least 500 persons	₱9,147.63	GAA - PS	SY PCG
Section 2 of Republic Act 10398 states that Heads of government agencies and instrumentalities, government-owned and -controlled corporations, local government units and employers in the private sector shall, together with their employees, organize, engage or participate in activities designed to raise public awareness on the problem of violence, and the elimination of all forms of violence, against women and children	Persistent gender inequality, reinforced by harmful stereotypes and unequal access to digital literacy, which increases the vulnerability of children (especially young girls) to online exploitation and violence	Improved access to digital literacy, addressing the vulnerability of children (especially young girls) to online exploitation and violence	Diplomatic and Consular Services	Conduct a lecture/activity informing parents about creating safe spaces online for young children	One (1) lecture/activity conducted in observance of the 18-day Campaign to End VAW with at least 30 participants	₱144,629.53	GAA - MOOE, PS	SY PCG

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026**

Office: Philippine Consulate General - Sydney, Australia
Total GAA of the Office: No approved NEP/GAA yet

Department: Department of Foreign Affairs

Gender Issue or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/ PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6) <i>*Output Performance Indicators and Target should be indicated in numbers</i>	GAD Budget (7) <i>*in PHP</i>	Source of Budget (8)	Responsible Office (9)
	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Increased awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Diplomatic and Consular Services	Promotion of the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children through the weekly flag raising ceremonies, bi-weekly oath taking ceremonies, and Filipino community events	At least four activities with 20 participants each	₱20,860.95	GAA - PS	SY PCG
	Limited awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Increased awareness and participation of Filipinos in the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children	Diplomatic and Consular Services	Social media campaign on the 18-Day Campaign to End Violence Against Women and Children	One (1) social media campaign that would reach at least 500 persons	₱9,147.63	GAA - PS	SY PCG
Lack of gender lens perspective in contingency planning to provide appropriate assistance to women Overseas Filipinos (OFs) in cases of conflict, natural or anthropogenic disasters, and other crisis situations where their safety and security are at risk	Insufficient sex-, age- and disability-disaggregated and intersectional data, in combination with structural biases and underrepresentation of women in planning.	Gender-responsive contingency plans from FSPs that take into account the particular needs of women OFs vis-a-vis male OFs in crisis or emergency situations	Diplomatic and Consular Services	Conduct consultation and/or survey on OFs' views with regard to the needs of OFs in times of crisis or emergency situation in Post's jurisdiction, particularly on how it affects them as women and as migrants	One (1) consultation/survey conducted on at least 100 respondents	₱26,160.01	GAA - PS	SY PCG

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2026

Office: Philippine Consulate General - Sydney, Australia
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Department: Department of Foreign Affairs

Gender Issue or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/ PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6) <i>*Output Performance Indicators and Target should be indicated in numbers</i>	GAD Budget (7) <i>*in PHP</i>	Source of Budget (8)	Responsible Office (9)
Lack of economic opportunities for OFs, especially women	Limited access to information on gender-responsive policies, programs and benefits	Improved economic opportunities among overseas Filipino women	Diplomatic and Consular Services	Conduct a lecture/activity informing women OFs on financial literacy, business, commercial and investment opportunities in Post and in PH during Filipino Food Month or PH Creative Industries Month	One (1) lecture/ activity on business or investment opportunities attended by at least 30 women	₱152,494.30	GAA - MOOE, PS	SY PCG
Insufficient gender-sensitive facilities and services	Gaps in data collection (information related to sanitation needs, safety perceptions, user behavior, and the like) hinder understanding of how spaces and services affect women differently, perpetuating a cycle of gender-blind design	Gender-responsive facilities are present in most DFA units/offices in the Philippines and abroad	Diplomatic and Consular Services	Conduct a study/inventory of gender-responsive facilities at Post	One (1) inventory report	₱26,805.50	GAA - PS	SY PCG
Insufficient gender-sensitive facilities and services	Gaps in data collection (information related to sanitation needs, safety perceptions, user behavior, and the like) hinder understanding of how spaces and services affect women differently, perpetuating a cycle of gender-blind design	DFA provides gender-responsive consular services	Diplomatic and Consular Services	Continue to request clients to respond to client satisfaction survey	Percentage of clients with satisfactory rating - At least 75% of clients who received consular and ATN services with satisfactory rating	₱13,572.96	GAA - PS	SY PCG

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Gender Issue or GAD Mandate (1)	Cause of the Gender Issue (2)	GAD Result Statement/ GAD Objective (3)	Relevant Agency MFO/ PAP (4)	GAD Activity (5)	Output Performance Indicators and Target (6) <i>*Output Performance Indicators and Target should be indicated in numbers</i>	GAD Budget (7) <i>*in PHP</i>	Source of Budget (8)	Responsible Office (9)
Limited awareness on OF rights and women's rights in the Philippines and host countries and information on human trafficking, VAW, illegal recruitment and other related issues	OFWs, are not in the right frame of mind when undergoing Pre-Departure Orientation Seminar (PDOS)	Clients have increased awareness and knowledge on their rights in the Philippines and host country, and on other gender-related issues they may encounter at host country, such as VAW, human trafficking, illegal recruitment, etc.	Diplomatic and Consular Services	Conduct an activity that discusses migration policies and women's rights in PH and Australia, and other gender-issues such as domestic violence, human trafficking and illegal recruitment	One (1) activity attended by at least 30 women members of the Filipino community	₱144,629.53	GAA - MOOE, PS	SY PCG
Absence of a gender database management system in the Department	Lack of knowledge and capital; lack of mentoring opportunities	Adequate data on various lines of difference among OFs and availability of tools for generating such data to guide policy, planning, and decision-making and design of PAPs	Diplomatic and Consular Services	Collection of Sex and/or Age Disaggregated Data (SADD) in the consular and ATN services of Post and submission to the Home Office in-charge of policy/planning design of PAPs	One (1) report with the collected SADD	₱11,937.83	GAA - PS	SY PCG
Sub-total A:								
ORGANIZATION-FOCUSED								
Persistence of sexual harassment incidents	Limited information/ awareness on activities regarding Sexual Harassment (SH) in the workplace, including Committee on Decorum and Investigation (CODI) tackling gender-related complaints/issues	Work environment is safe and free from bullying, discrimination, and other forms of harassment	General Administration and Support	Attendance of the members of Post's CODI to training on gender-sensitive handling and resolution of administrative cases concerning sexual harassment	At least four (4) personnel (CODI members) trained on gender sensitivity, gender-based violence and other GAD-related topics	₱82,471.24	GAA - MOOE, PS	SY PCG
Limited awareness/knowledge on gender and development and gender issues in the workplace	Lack of sustained gender sensitivity training and mainstreaming mechanisms, which perpetuate the notion that gender issues are secondary or non-essential to organizational goals	Improved knowledge, skills, and attitudes (KSA) on GAD among Post's staff	General Administration and Support	Participation in GAD- related training/ programs (live or online) offered by the Department and various partner organizations	One (1) GAD- related trainings/ programs conducted or participated in by Post's personnel	₱18,295.24	GAA - PS	SY PCG
	Lack of sustained gender sensitivity training and mainstreaming mechanisms, which perpetuate the notion that gender issues are secondary or non-essential to organizational goals	Improved knowledge, skills, and attitudes (KSA) on GAD among Post's staff	General Administration and Support	Conduct of lecture/ workshop focusing on GAD concepts in the context of the Australian Government's "Working for Women: A Strategy for Gender Equality" during the team-building activity	Participation of all personnel	₱372,730.00	GAA - MOOE, PS	SY PCG

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
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Gender-fair communication is not practiced at work and in the workplace	Lack of awareness on the importance of practicing gender-fair language	Gender-fair communication is effectively practiced at Post	General Administration and Support	Attendance and/or conduct of training on Gender-Fair Communication among Post's staff	At least one (1) among Post's personnel trained on gender-fair language	₱18,295.24	GAA - PS	SY PCG
GAD planning and budgeting is not mainstreamed into the DFA's regular planning process	Lack of expertise in the application of GAD related concepts	GAD planning and budgeting is integrated in Post's planning process	General Administration and Support	Attendance of Post's personnel in the annual GPB workshop conducted by the Home Office	At least one (1) among Post's personnel trained on GAD Planning and Budgeting At least two (2) GAD reports submitted to the Home Office (GPB and GAD AR)	₱290,669.70	GAA - MOOE, PS	SY PCG
Lack of directory of local resources (shelter, NGOs, legal advocates) that can help raise awareness on domestic violence and gender inequality	Absence of a centralized and coordinated mechanism to consolidate and regularly update information on available gender-related support services	Availability of an accessible/online database of resources on promoting awareness on domestic violence and gender-based discrimination	General Administration and Support	Establish and maintain a directory of GAD resources and partners at Post	One (1) directory of local GAD resources	₱18,295.24	GAA - PS	SY PCG
Sub-total B:								

ATTRIBUTED PROGRAMS

Title of Program or Project (10)	HGDG Design/Funding Facility/Generic Checklist Score (11)	Total Annual Program/Project Budget (12)	GAD Attributed Program/Project Budget (13)	Lead or Responsible Office (14)
Reminder: Entries under this section shall be regular or flagship programs or projects only of the Department and not activities . The program or project that to be attributed for GAD shall be assessed using the HGDG tool and the result of assessment of the program/project should be properly attached. Also, supporting documents shall also be made available as attachments e.g., program/ project design				

TOTAL GAD BUDGET:

Prepared by:  DIANA MARIE D. JIMENEZ-LEOMO GAD FOCAL POINT OFFICER	Approved by:  CHARMAINE ROWENA C. AVIQUIVIL HEAD OF OFFICE	Date 9/September/2025 Day/Mo/Year
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BUDGET BREAKDOWN ATTACHMENT		
GAD ACTIVITY	GAD BUDGET	ESTIMATED BUDGET BREAKDOWN
Client-Focused		
Conduct of <i>Serbisyo para kay Juana</i> (Special lane for female clients and limited refreshments for female clients, including distribution of information brochures on National Women's Month)	₱123,457.36	MOOE Total: PHP 27,954.75 (AUD 750) Representation: PHP 27,954.75 (AUD 750) PS Total: PHP GFPO (8 hrs) AGFPO (8 hrs) Consular frontliner 1 (8 hrs) Consular frontliner 2 (8 hrs) Consular frontliner 3 (8 hrs) Consular frontliner 4 (8 hrs)
Participation of the Consul General/Consul/ GAD Focal Point Officer (GFPO) in lectures and other activities organized in celebration of International Women's Day	₱53,703.61	MOOE Total: PHP 18,636.50 (AUD 500) Representation: PHP 18,636.50 (AUD 500) PS Total: PHP Consul General (3 hrs) Consul (3 hrs) Vice Consul/ GFPO (3 hrs)
Social media campaign on the Women's Month Celebration and/or International Women's Day	₱9,147.63	PS Total PHP GFPO (3 hrs) AGFPO (2 hrs)
Conduct a lecture/activity informing parents about creating safe spaces online for young children	₱144,629.53	MOOE Total: PHP 55,909.50 (AUD 1500) Representation: PHP 55,909.50 (AUD 1500) PS Total PHP Consul General (3 hrs) Consul (3 hrs) GFPO (8 hrs) AGFPO (8 hrs) Cultural Officer (8 hrs) ATN Officer (4 hrs)

Promotion of the observance of International Campaign/18-Day Campaign to End Violence Against Women and Children through the weekly flag raising ceremonies, bi-weekly oath taking ceremonies, and Filipino community events	₱20,860.95	PS Total PHP GFPO (8 hrs)
Social media campaign on the 18-Day Campaign to End Violence Against Women and Children	₱9,147.63	PS Total PHP GFPO (2 hrs) AGFPO (2 hrs)
Conduct consultation and/or survey on OFs' views with regard to the needs of OFs in times of crisis or emergency situation in Post's jurisdiction, particularly on how it affects them as women and as migrants	₱26,160.01	PS Total PHP GFPO (4 hrs) AGFPO (4 hrs) ATN Officer (4 hrs)
Conduct a lecture/activity informing women OFs on financial literacy, business, commercial and investment opportunities in Post and in PH during Filipino Food Month or PH Creative Industries Month	₱152,494.30	MOOE Total: PHP 55,909.50 (AUD 1500) Representation: PHP 55,909.50 (AUD 1500) PS Total PHP Consul General (3 hrs) Consul (3 hrs) GFPO (8 hrs) AGFPO (8 hrs) Cultural Officer (8 hrs) ATN Officer (8 hrs)
Conduct a study/inventory of gender-responsive facilities at Post	₱26,805.50	PS Total PHP GFPO (4 hrs) AGFPO (4 hrs) AO (4 hrs)
Continue to request clients to respond to client satisfaction survey	₱13,572.96	PS Total PHP GFPO (1 hr) AGFPO (1 hr) ATN Officer (1 hr) Consular frontliner 1 (1 hr) Consular frontliner 2 (1 hr) Consular frontliner 3 (1 hr) Consular frontliner 4 (1 hr)

Conduct an activity that discusses migration policies and women's rights in PH and Australia, and other gender-issues such as domestic violence, human trafficking and illegal recruitment	₱144,629.53	MOOE Total: PHP 55,909.50 (AUD 1500) Representation: PHP 55,909.50 (AUD 1500) PS Total PHP Consul General (3 hr) Consul (3 hr) GFPO (8 hr) AGFPO (8 hr) Cultural Officer (8 hr) ATN Officer (4 hr)
Collection of Sex and/or Age Disaggregated Data (SADD) in the consular and ATN services of Post and submission to the Home Office in-charge of policy/planning design of PAPs	₱11,937.83	PS Total PHP GFPO (1 hr) AGFPO (1 hr) ATN Officer (1 hr) Consular frontliner 1 (1 hr) Consular frontliner 2 (1 hr) Consular frontliner 3 (1 hr)
Organization-Focused		
Attendance of the members of Post's CODI to training on gender-sensitive handling and resolution of administrative cases concerning sexual harassment	₱82,471.24	MOOE Total: PHP 55,909.50 (AUD 1500) Representation: PHP 55,909.50 (AUD 1500) PS Total PHP Consul General (3 hrs) Consul (3 hrs) GFPO (8 hrs) AGFPO (8 hrs)
Participation in GAD- related training/ programs (live or online) offered by the Department and various partner organizations	₱18,295.24	PS Total PHP GFPO (4 hrs) AGFPO (4 hrs)
Conduct of lecture/ workshop focusing on GAD concepts in the context of the Australian Government's "Working for Women: A Strategy for Gender Equality" during the team-building activity	₱372,730.00	MOOE Total: PHP 372,730.00 (AUD 10000) Representation/ Venue/ Transportation, other expenses, facilitator: PHP 372,730.00 (AUD 10000)
Attendance and/or conduct of training on Gender-Fair Communication among Post's staff	₱18,295.24	PS Total PHP GFPO (4 hrs) AGFPO (4 hrs)

Attendance of Post's personnel in the annual GPB workshop conducted by the Home Office	₱290,669.70	MOOE Total: PHP 186,365.00 (AUD 5000) PS Total PHP GFPO (40 hrs)	
Establish and maintain a directory of GAD resources and partners at Post	₱18,295.24	PS Total PHP GFPO (4 hrs) AGFPO (4 hrs)	